

## Agenda and Minutes – OZ Board Meeting

**Date:** May 17, 2018

**Present:** Vivien, Nat, Judy R., Adam, Becky, Grace, Rabbi Amy, Wayne, Naomi, Sarah, Judy H., Karen C., Harvey, Miriam, Jessica **Absent:** Bill Miller, Suzanne

**Facilitator:** Vivien

**Meeting Recorder:** Sarah

	<b>Topic/Outcome – Who</b>	<b>Discussion</b>	<b>Action Steps</b>
5:30-5:35	<b>1. D'var Torah – Rabbi Amy</b>	Conversation about situation in Israel regarding the embassy move to Jerusalem/demonstration in Gaza and article handed out by Donniel Hartman	
5:35-5:45	<b>2. Approve minutes and review action steps—Vivien/Sarah</b>	Wayne made motion to approve minutes with changes, Nat second; all approved. Motion carries	
5:45 – 5:55	<b>3. President's report, including update on staff contracts - Vivien</b>  Outcome: To update board on staff contract status, and to review future board organization	<p>Peter Yarrow concert went well! Thanks to Nat and Counterpoint! Net just under \$15,000 after expenses.</p> <p>Future of board – we need to think about succession planning for President</p> <p>Today was the last lunch and learn for the summer; should we all brown bag to future board meeting? What about potluck? What about those board members who already paid their meal donation? You can ask Tari for money if back, if desired.</p> <p>June 3 – Montreal trip to Yiddish theater (this year it's a production of Golda's Balcony) and as of today, only one seat remains.</p>	Begin to think about an organizational system for success planning  Vivien will help to organize a potluck for next meeting
5:55 – 6:10	<b>4. Mural update – Jeff Potash and Linda Kelleher-Samets</b>  Outcome: To update board on current and hopeful future work concerning mural.	Jeff and Linda to speak about the mural to give a status report.  Linda consults with Lost Mural board; debuting how to proceed with communication strategy, with mural being an asset of OZ? Believes that we need to strategize and brand the Lost Mural in all of our communications? Need to integrate the story? Need communications vision and mission...Document shared.  Communications vision mock-up – to share story of hope for all people through art.	Should mural board connect with UVM Jewish studies? Yes – work is in progress with Hillel and other colleges  Provide feedback to Jeff and Linda if outreach materials are needed or should have different messages.  All- Share potential contacts with Deb, Jeff, or Linda to

		<p>Communications mission mock up – to integrate the Lost Mural into Hebrew school as an elective for 2018-19; have youth experience the mural and bring it up and into OZ. Starting internally.</p> <p>Naomi created draft of curriculum to start.</p> <p>Using the language, " VT's National Treasure"; getting this up and out in the world; we are now working inside and with children to help bring this to life, up and out.</p> <p>The mural creates an experiential location; the more we build notoriety, the greater it puts us on the map.</p> <p>Jeff is the treasurer; the mural is its own 501c3 entity. This entity is an asset to OZ and supports and enhances OZ's presence. Have \$15000-\$20,000 from recent appeal.</p> <p>Mural is part of the state tourism list of places to visit; two busses expected this year.</p> <p>No current relationship/contract with fundraisers. Using volunteers (Deb Lichtenfelt), going to national funders.</p> <p>Restoration costs \$300,000; educational kiosk is first priority prior to restoration (\$125,000 or so)</p>	<p>follow up, if anyone is identified.</p>
6:10 – 6:20	<p><b>5. Executive Director Report – Grace</b></p> <p>Outcome: To continue to engage board in work of Executive Director.</p>	<p>Auction is Live!</p> <p>Due to participation in sanctuary conference (regarding immigration), Grace circulated an optional petition speaking out against ICE raids. Up to individuals to sign; Rabbi Amy suggested that board should endorse and sign as a board? A few board members preferred not to endorse as a board given that it's very specific for policy implications and needs more thought. Decision made not to pursue it unless there's a version without OZ being listed in the title.</p> <p>Yurt platform is built; inspection happens on Tuesday; once go ahead is given, more work can be done with yurt raising on June 3. Need 8 people.</p>	<p>Everyone sign up for outreach and engagement tasks – document circulated</p> <p>8 strong people needed to help raise yurt on Sunday June 3</p> <p>JUMP bag needs handed out; May is OZ's month – can you help?</p> <p>Let Grace know if you have a thought or strong feelings on</p>

		<p>JUMP – joint urban ministries project; OZ helped to get it started; there are 28 supporting faith communities; 181 households came for services, 71 households were turned away (food, diapers, gas cards, etc..basic needs – incredible need for assistance). May is OZ's food bag drive -</p> <p>New grant for pre-school re workforce development; encouraged to apply, quick turnaround.</p> <p>Shavuot is this weekend...lots of activities being offered. 2-4 family friendly at the Intervale on Sunday</p> <p>Working on membership dues form...moving away from billing to all automated payments; use credit cards or bank withdrawals. Pre-school started out this way and its been great. Saves a ton of effort! If you have a strong feeling about it, let Grace know.</p>	eliminating billing for dues and Hebrew school
6:20 – 6:30	<b>6. Rabbi's Report – Rabbi Amy</b> Outcome: To continue to engage board in work of the Rabbi.	<p>Desire to modify and upgrade small sanctuary. What can we do enliven and make it more welcoming? Some small changes were made – the ark is off-center, large chairs moved, clutter moved out as a trial. Feedback has been somewhat negative and evoked emotion. Need to think about strategy for conversation.</p> <p>Change is disorienting and hard; it can involve loss; need to give space to acknowledge that loss and allow space to be heard. We are using I messages; how I feel....identify both the I messages and the WE messages. What does the community need for our future?</p> <p>How will new young audience know that there is change happening here? How will we communicate? How do we ask the various audiences (pre-school, Hebrew school, etc..) –what do people need, what do they feel? Message –not taking anything away but by adding, enriching....need to make people care.</p> <p>Brought in scholars for 3 days; Kochava's wedding, Peter Yarrow and some funerals – very busy.</p>	Need to develop communication strategy to engage the conversation  Executive committee needs to build a recommendation to bring back to board about what to do with plaques

Shavuot includes 3 workshop sessions; schedule will be sent out; includes a conversation about Israel.

Some interesting responses about potential Israel trip. Some patters, some outliers. A meeting will be called for everyone interested. Will pick a weeknight and go with it.

Kochava built a music community; this coming Friday night is the first night; and will continue each third Friday of the month.

Rabbi Amy will be going to Hartman Institute in July; prior to her leaving, the [REDACTED] will be coming. Asked to keep publicity internal given the tenor of current events. June 29<sup>th</sup>.

Jewish community of Uganda spiritual leader is coming on June 28.

We have run out of space with yhartzeit plaques; we have had to turn some requests down. Some of our plaques were lifted and space added to the bottom but this challenging for Raul to turn on lights on the upper levels. Idea to move current plaques into large sanctuary or, to move just the tags onto one plaque for current yahrtzeits. Or, we could use electronic boards for the small sanctuary. Or, we create a nicely written list in a frame on a weekly basis...they are not lit. Religious committee indicated that they are not the body to make a decision. Board feedback: keep plaques where they are and add in the large sanctuary; moving plaques would like nice in large sanctuary but concerned about expense with electrical (repeated a few times by different members but might be a challenge esthetically); should leave as is and start new panels elsewhere (though should a mock up for other ideas) (also likes the idea of the frame and weekly listing); should think about other projects and bundle things together. Names need to be together; could raise plaques and find a volunteer to help Raul. One vote for no computer

Rabbi Amy went with American Jewish World Service a few months ago and did lobbying at capitol hill re global justice issues; Ruth Messenger still leads a global fellowship program for Rabbis; Rabbi Amy is being encouraged to apply; helps the congregation mobilize and support international crisis and humanitarian efforts. No cost for

		OZ. Rabbi Amy should do it if she wants; some concern about time but the board will support her involvement.	
6:30 – 6:40	<b>7. Hebrew School Report – Naomi</b>  Outcome: To continue to engage board in Hebrew School activities	School year is over. Wrapping up with progress reports and continue planning for next year. Sept 16 is when school starts. Fully staffed. Projections look like student numbers will be up. 12 graduated but new families should be joining. Nadav is winding up June 10 with closing ceremony. Request in to anonymous donor for year 2 of the internship program. Incorporating Hebrew through movement next year to increase exposure to spoken Hebrew language.	
6:40 – 7:00	<b>8. Machzor Discussion – Rabbi Amy</b>  Outcome: To decide if we are making the decision this month on purchasing a new machzor.	Conversation with Hebrew school parents did not occur; religious committee had strong interest in Lev Shalem. And with the board.  Proposal made by Rabbi Amy; we vote to proceed with Lev Shalem, the companion with current prayer book.  Judy R moves to authorize the purchase of Lev Shalem with funds raised by donation. Jessica second. Motion carries.	Rabbi Amy requests a small group to figure out fundraising strategy to purchase the books. Nat and Harvey will help.
7 -7:20	<b>Break –Minyan</b>		
7:25 – 7:30	<b>9. Budget Review – Grace (in Bill's absence)</b>  Outcome: To update board on latest budget information	Peter Yarrow income roughly \$15,000  Loan available from congregant –expected to ask for some funds to make it through end of year; Bill did ask for transfer of \$70,000 to get through June 30, 2018.	Pledge letters need to go out in June
7:30 – 7:40	<b>10. Youth board member – Vivien</b>  Outcome: To vote on youth board member	Zoe Hecht is willing to be youth board member. She's 14 years old. She will be nominated and voted on at June congregation meeting.  Nat moved to nominate Zoe Hecht, Judy R Second, as youth member. All in favor.	
7:40 – 7:55	<b>11. Bylaws adjustments on committee regulations – Vivien/Judy</b>  Outcome: For board to review bylaws adjustments. If approved	Wording sent via email; edits/typos identified by Judy R.; add in the need for written monthly report to board (finance);	Change 9.2 to: The president shall appoint all committee chairs. Any member in good standing of OZ is welcome to join and serve on any

	<p>by board, they will be presented to the congregation at June 10 meeting.</p>	<p>Keeping archive, keeping membership and outreach; added in pre-school; no shuk committee since it was reclassified as a subcommittee under social action; Fern hill is not, and should not be a committee.</p> <p>Did not reduce committees (there are 20). The structure does include a more efficient liaison process. It groups them under headings and encourages collaboration amongst committees. Why are putting committees into bylaws that don't exist? (library, membership and teens); Decision made to leave in committees.</p> <p>How to engage new members in joining committees; they should be queried about serving on committees; membership form has this; need to further flesh out this need.</p> <p>9.2 – needs to be more clear about how to join ( no application?) approve membership – reduce “to apply”.... Is welcome to request of the committee chair, membership to the committee</p> <p>Change 9.2 to: The president shall appoint all committee chairs. Any member in good standing of OZ is welcome to apply to join and serve on any committee (subject to the restrictions noted for the Religious Committee). Committee chair may approve committee membership. The president may also appoint or remove members of a committee.</p> <p>Judy moves that the board adopt the proposed bylaws changes that the board discussed including the rewording of 9.2. Nat second. Two abstentions, motion passes</p>	<p>committee ( subject to the restrictions noted for the Religious Committee). Committee chair may approve committee membership. The president may also appoint or remove members of a committee.</p> <p>Type up clean copy of the bylaws with edits</p>
7:55 – 8:10	<p><b>12. Congregational meeting plans/organization</b></p> <p>Outcome: To complete preparation for June 10 congregational meeting</p>	<p>Various reports, strategic planning updated, machzor presentation, bylaws change, budget has bulk of time</p>	
8:10 – 8:25	<p><b>13. Executive session, if required</b></p>	<p>Jessica moved to go into executive session, second by Wayne at 9:19pm</p> <p>Jessica moved, Karen second to leave executive session at 10:01</p>	

		Meeting over at 10:01	
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**Ongoing action items:**

- Vivien and Rabbi Amy will come up with a plan to evolve the bimah seating.
- Judy R will send the most updated version of the bylaws to board members once completed; ensure updates include language about board liaisons to committees.
- Need a member of the religious committee task force to come to the board with a proposal regarding revitalizing small sanctuary space – scheduled for future meeting
- Encourage kitchen committee and Kiddush committee to work together – remove. Done.
- All board members should sign up on the outreach list that Grace shared.

**Action items from April board meeting:**

- Rabbi Amy will get info to the Exec Comm about what is allowed and not with 501C(3) status related to advocacy. – sent Eric and Karen to the RAC; still looking for document;
- Need to update board of directors list. List of board members in alphabetical order, with terms listed, for ease of use, including contact information - Grace will share; handed out this evening
- Rabbi Amy will share a visioning document that the board should discuss at a future meeting
- Every other month check in on board engagement and outreach work. Add strategies for specific needs at each check in.
- Jeff Potash will join at April meeting to share more about mural effort. (Note: due to time needed for budget review in April, Jeff will attend in May)
- Mural team should check out Rokeby Museum to get an example of what the mural museum could replicate.
- Need to figure out what to do about more plaque space as we are running out of space. (need to find or develop policy on what to charge for plaques) - will be addressed tonight
- Send Vivien suggestions of who the youth member should be. High school age appropriate. – for tonight
- Can the finance committee think about what situation we might find ourselves in where we need to make serious decisions; what is that magic number? Does such a thing exist? Need to articulate what is core? And how we build our budget around that.
- Social Action committee to operationalize stopping stones project with Paul. – done.
- Let Grace know if board term limit looks incorrect (Wayne's term needs to be changed to term ends December 18.) - done